

25 JUL 1977

Alma F. Bradley
Federally Employed Women, Inc.
Task Force on Age Discrimination
4942 Sauquoit Lane
Annandale, Virginia 22003

Dear Ms. Bradley,

In reply to your letter of 22 June 1977, here is the information requested.

1. Have your personnel regulations been reviewed to eliminate age requirements?

Agency regulations and policies are under continual review by the Office of Equal Employment Opportunity, the Office of Personnel and the General Counsel to assure pertinency and consistency with statutory requirements. Special attention was given to age this year by circulating to all employees an Agency notice on age discrimination.

2. Does your affirmative action plan deal with age discrimination?

The 1977 Equal Employment Opportunity Plan included age statistics with respect to promotions by race and sex. This data was charted in the Full Utilization of Skills and Training section. No specific attention was directed to age discrimination.

3. Does your agency maintain statistical data on its employees? If so, is it by sex?

Yes. The Equal Employment Opportunity Office maintains statistics on the composition of the Agency workforce by sex and includes such areas as training, promotions and recruitment.

EXECUTIVE REGISTRY FILE

P-1.2

4 and 5. Does your agency have data on the number of age discrimination complaints filed by its employees? Do you have any data on resolution or non-resolution on age discrimination complaints?

This Agency is finding that the number of complaints of age discrimination is fast approaching the number based on race and sex (female). However, we do not provide data on the actual numbers of complaints received. Most of the complaints based on age have been filed within the past few months and have not yet been resolved. One earlier case was resolved in favor of the complainant (male), who was restored to employment.

6. Do you offer pre-retirement courses or counseling?

Pre-retirement planning, retirement counseling and post-retirement assistance are made available to all employees of CIA. CIA has a well developed "package" of services designed to assist employees to prepare, usually five years in advance, for their eventual retirement. The main features are retirement information seminars and individual counseling. After retirement, follow-up is made with retirees for about a year to help them become settled in their new roles. Persons who wish to obtain other jobs after retirement are given assistance by the Agency in techniques of effective job search.

I hope you had a successful conference. Several women from our Agency attended and found the seminars enlightening.

Yours sincerely,

/s/ Stansfield Turner

STANSFIELD TURNER

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OEEO [] jw(7/11/77)
retyped with new last para 7/18/77)

Distribution:

Orig - Addee
1 - E/Reg
1 - D/OP



Approved For Release 2004/03/15 : CIA-RDP80M00165A001100120024-4

FEDERALLY EMPLOYED WOMEN, INC.
TASK FORCE ON AGE DISCRIMINATION

4942 SAUQUOIT LANE, ANNANDALE, VA. 22003

Executive Registry
77-1728

June 22, 1977

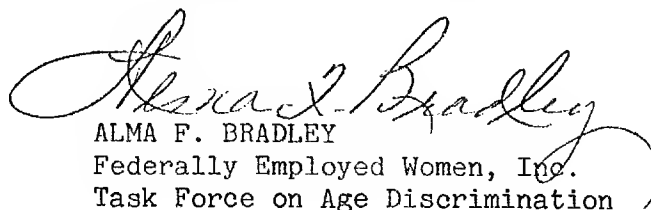
Admiral Stansfield Turner, Director
Central Intelligence Agency
Washington, D.C. 20505

Dear Admiral Turner:

The task force on age discrimination of Federally Employed Women, Inc., is interested in obtaining some pertinent information about your agency as follows:

1. Have your personnel regulations been reviewed to eliminate age requirements?
2. Does your affirmative action plan deal with age discrimination?
3. Does your agency maintain statistical data on it's employees? If so, is it by sex?
4. Does your agency have data on the number of age discrimination complaints filed by it's employees?
5. Do you have any data on resolution or non-resolution on age discrimination complaints?
6. Do you offer pre-retirement courses or counseling?

Any information you can furnish will be appreciated very much. We need the information for our national meeting which starts July 13, 1977.

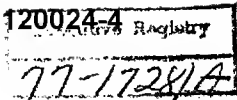

ALMA F. BRADLEY
Federally Employed Women, Inc.
Task Force on Age Discrimination

| | | |
|--|------------------|--|
| TRANSMITTAL SLIP | | DATE 18 July 1977 |
| TO: DD/EEO | | |
| ROOM NO. 5E47 | BUILDING Hqs. | |
| REMARKS: | | |
| <p>Please note note on the Routing sheet.</p> <p>We have not dated the orig, nor have we conformed the copies which are also returned, pending your decision on Mr. note. Please return a copy to us if you decide to send this version out.</p> <p style="text-align: right;">Thanks</p> | | |
| FROM: Executive Registry | | |
| ROOM NO. 7 E 12 | BUILDING Hqs. | EXTENSION |
| FORM NO. 241 1 FEB 55 | | REPLACES FORM 36-8 WHICH MAY BE USED. |

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I wish you a successful conference. Several women from our Agency will be in attendance including our Federal Women's Program Coordinator.

Yours sincerely,

/s/ Stansfield Turner

STANSFIELD TURNER

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CONFIDENTIAL

SECRET

EXECUTIVE SECRETARIAT

Routing Slip

| TO: | | ACTION | INFO | DATE | INITIAL |
|----------|----------|----------------|------|------|---------|
| 1 | DCI | | | | |
| 2 | DDCI | | | | |
| 3 | D/DCI/IC | | | | |
| 4 | DDS&T | | | | |
| 5 | DDI | | | | |
| 6 | DDA | | ✓ | | |
| 7 | DDO | | | | |
| 8 | D/DCI/NI | | | | |
| 9 | GC | | | | |
| 10 | LC | | | | |
| 11 | IG | | | | |
| 12 | Compt | | | | |
| 13 | D/Pers | | ✓ | | |
| 14 | D/S | | | | |
| 15 | DTR | | | | |
| 16 | A/DCI/PA | | | | |
| 17 | AO/DCI | | | | |
| 18 | C/IPS | | | | |
| 19 | DCI/SS | | | | |
| 20 | D/EEO | ✓ | | | |
| 21 | | | | | |
| 22 | | | | | |
| SUSPENSE | | 12 JUL Date | | | |

Remarks:

To 20: In coordination with D/Pers,
please develop DCI response.

Executive Secretary
5 JUL
Date

3637 (5-77)

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